

sdta **HOTLINE**

January 25, 2018

CTA • NEA

17/18 – 5

Message from the President

SDTA is the only CTA chapter in San Mateo County that has joined as members of the San Mateo County Central Labor Council. Our membership affords us a voice in the labor community and a place at the table when important decisions are made. It also means we are part of a community that pulls together to support those in need. Please look at the flier on the back of this Hotline and consider attending the January 31 rally at the Pullman Hotel in Redwood Shores to support our community members striving for better working conditions and a voice in the workplace. -*Edith Salvatore*

BARGAINING UPDATE

The SDTA's Initial Bargaining Proposal is being sunshined at the Board of Trustees meeting on January 31 with talks scheduled to begin mid-February. Highlights of the proposal include language that would:

- Add Instructional Coaches and Home and Hospital teachers to the list of positions in the SDTA bargaining unit
- Require the District to notify SDTA and affected members any time there is a public information request made
- Require the District to provide information about new hires to SDTA and provide SDTA access to newly hired employees at "onboarding" or orientations.
- Allow for members to bring SDTA representation to any meeting with management.
- Adjust language on the pay rate for members covering classes so that it raises with the sub rate.
- Adjust language about co-teaching planning days to allow for more summer prep work
- Tighten up language on involuntary transfers to provide that seniority protects members from transfer, that probationary employees would not be subject to involuntary transfer, and that a written statement outlining the reason for transfer would be required.
- Adjust language in Benefits to provide full benefits for all unit members
- Extend the period of differential-rate paid leave when caring for a family member
- Provide that unit members who have exhausted their sick leave due to maternity/paternity, extended disability, or catastrophic event could use days donated to them by other members or receive differential pay for short-term absences due to illness
- Provide that unit members employed more than seven years have the right to take unpaid full-time or part-time leave
- Provide that unit members returning from part-time leave could, at their choosing, decide to resign a portion of their position rather than return at full-time
- Provide up to three days leave for religious or cultural observance which would not be deducted from sick leave
- Add a 3-year evaluation cycle for unit members who qualify for it under Ed Code (permanent employees, employed at least 10 years with the District and are Highly Qualified if required by the state)
- Strengthen language about observations being scheduled at a mutually agreed upon date and period
- Establish a standards-based evaluation system for guidance counselors
- Establish binding arbitration
- Eliminate the requirement that upper division units used for salary advancement must be applicable toward a degree-granting program
- Provide stipends for multiple master's degrees, doctorates, or National Board or other similar certifications
- Add World Languages to the list of departments provided with a release period
- Provide that department chairs be elected by their department members via secret ballot
- Lower the guidance counselor ratio from 430:1 to 340:1 and create a "small school" ratio of 245:1.
- Cap PE classes at 45 students per section in order to facilitate incorporation of standards and curriculum which require classroom instruction
- Establish caseload limits for Special Day Class teachers at 12 and provide ratios for School Psychologists (1000:1) and School Nurses (2500:1)
- Adjust Activities Stipends in Schedule C to mirror Athletics Stipends, including additional stipends for sideline cheerleading and other performance groups as well as a second semester stipend for Activities Directors.
- Reorganization of the side letter with EPAA to place language in the Collective Bargaining Agreement rather than in a separate side letter.

SDTA is awaiting financial documentation from the district prior to announcing a specific salary proposal.

RALLY

IN SUPPORT OF PULLMAN SF BAY HOTEL WORKERS

WHO: YOU!

WHAT: Rally in Support of Pullman SF Bay Hotel Workers

WHEN: JANUARY 31st, 4:15-5:30pm

WHERE: Pullman San Francisco Bay Hotel, 223 Twin Dolphin Drive,
Redwood City 94065



WHY: For eight months, workers at the Pullman San Francisco Bay Hotel—owned by CBRE Strategic Partners 7--have been asking for a fair process to let them decide on unionization without fear of retaliation. Despite managing the retirement savings of thousands of California teachers and professors, CBRE has not implemented an organizing agreement—one that is standard here in the Bay Area. These workers are mothers, fathers, sisters, brothers—they are members of our community and their inability to exercise their rights as workers only takes away from the time and resources they give to their children and loved ones. Please join us on the 31st in support of Pullman Hotel workers.

CONTACT: CSANCHEZ@UNITEHERE2.ORG OR CALL 415-568-5455 IF YOU CAN MAKE IT



Your

Carlmont
1/16/2018

Katya Burton
Connie Dominguez
Matthew Miskelly
Hai Nguyen
Kelly Redmon*

Menlo-Atherton

Leia Asanuma
Tim Bowler
Cat Burton
Tania Kranzler
Patrick Maier*
Cary Milia
Liane Strub
Ana Ventura

Sequoia

Belén Álvarez-Iglesias
Debolina Dutta
Laura Larkin
Nick Muys
Edith Salvatore
Jasmine Schimek
Dylan Shelley*

Woodside

John Arner
Greg Gruszynski*
Lexie Pretto

EPAA

Caren McDonald
Glenda Orteza-Galan

Redwood

Javier Galaviz
Chris Beetley-Hagler
Kai Lee

District Office

Jose Rosario